



Health Care Workforce Issues

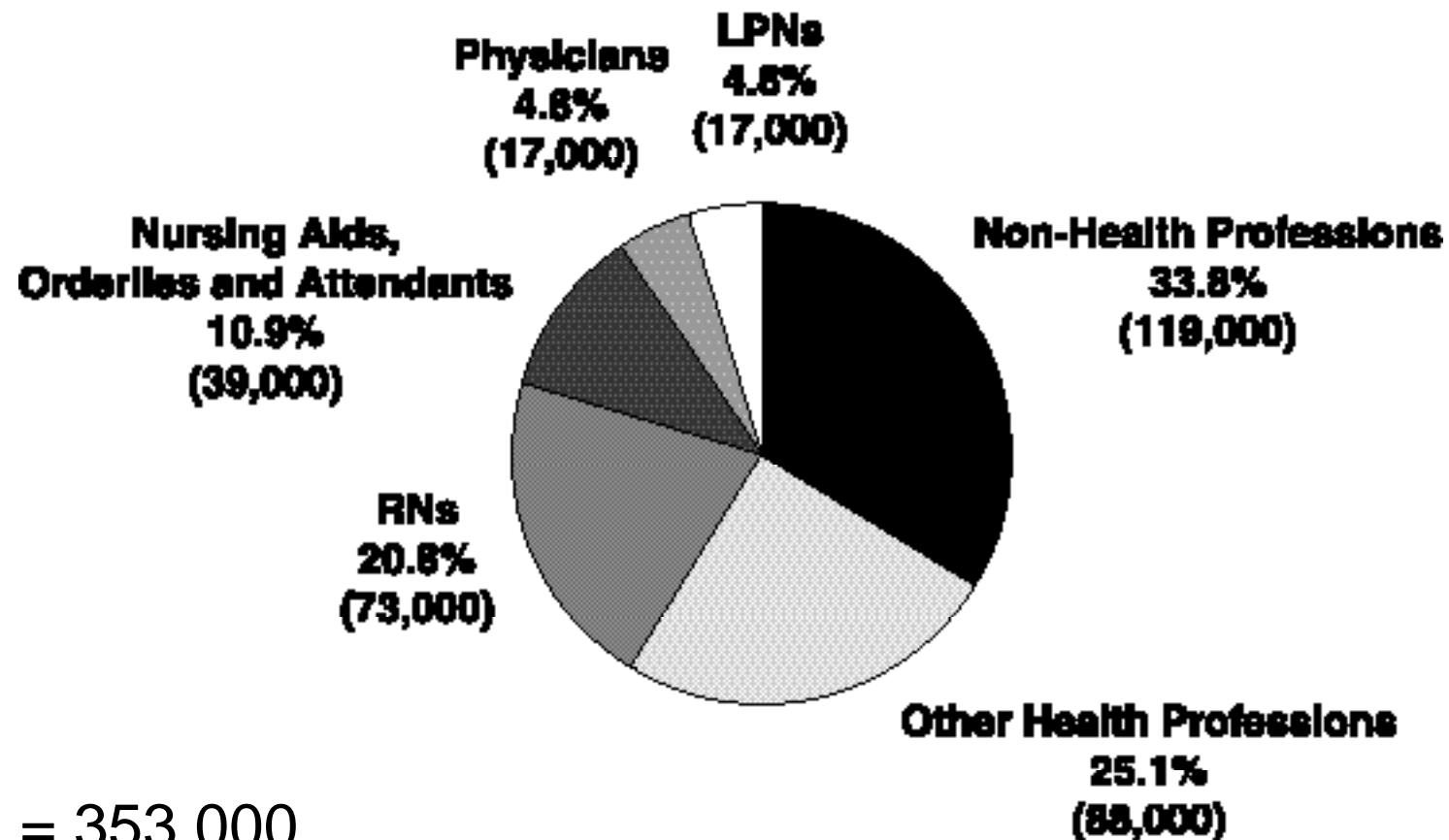
Commissioner Louis I. Freedman

Division of Health Care Finance and Policy

Health Services Sector Employment in Massachusetts, 1998

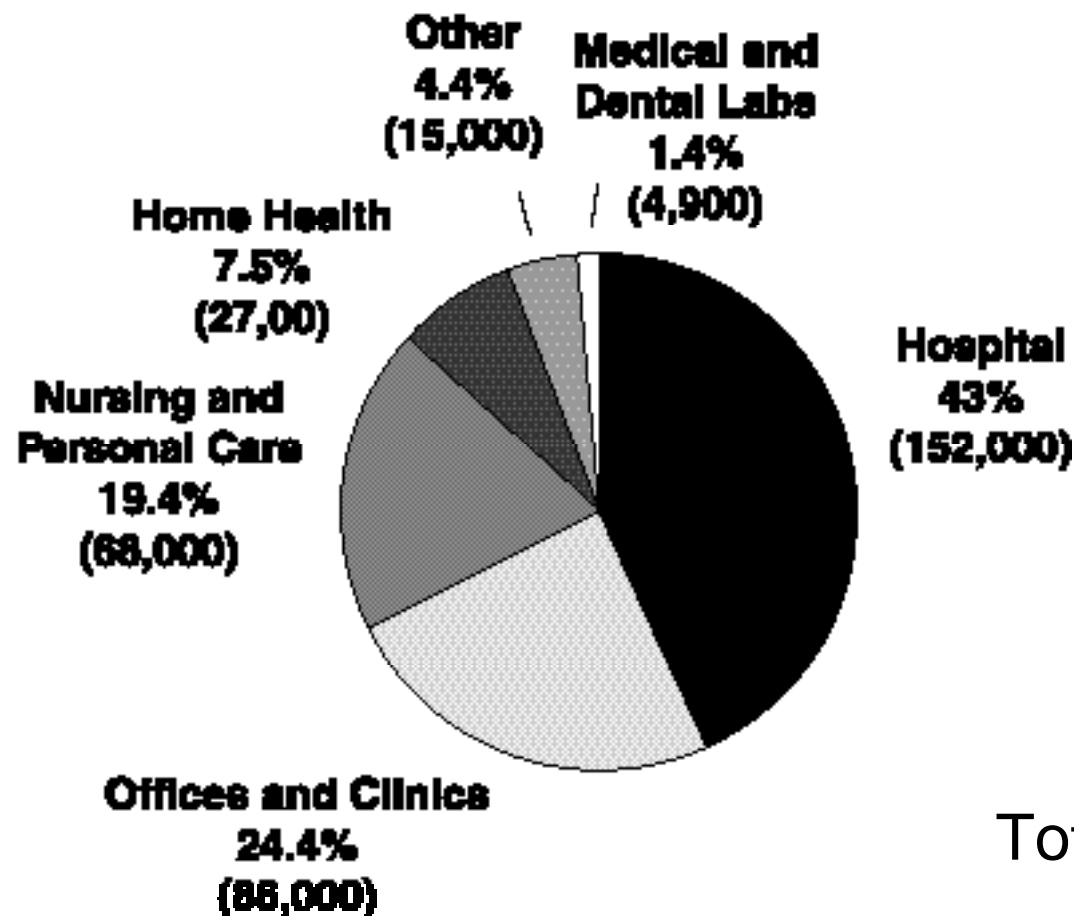
	Employment	Employment per 100,000 pop.	Mass. Rank
Hospital	151,852	2,471	1/50
Nursing and Personal Care	68,432	79	7/50
Home Health Care Services	26,466	431	4/50
Offices and Clinics	86,158	1,402	2/50
Medical and Dental Labs	4,856	79	17/50

Composition of Mass. Health Services: Employment by Occupation, 1998



Total = 353,000

Percent of Mass. Health Services: Employment by Place of Work, 1998



Total = 353,000



Contributing Factors to Labor Shortages

- Demand is increasing faster than supply
- Supply is decreasing
- Mismatch of the demographics of workforce and population
- Lags in educational sector response
- Relatively low return on educational investment
- Characteristics of the occupation/job
- Low unemployment and competition for workers

Possible Avenues for State Response

(1 of 2)

Educational strategies

- Grants, capitation funding and tax credits
- State funding for training
- Scholarships

Job related strategies

- Building career ladders
- Job redesign
- Improving working conditions

Possible Avenues for State Response

(2 of 2)

Modify demand and improve productivity

- Regulatory changes on scope of practice/use of workers
- Regulatory changes on requirements for health facilities/organizations
- Dissemination of information on “best practices”
- Grants for demonstration projects